

DETAILED ACTION

Claim Rejections – 35 USC § 101

The Examiner stated that claims 17-48 are rejected under 35 U.S.C. 101 because the claimed invention is directed to non-statutory subject matter.

The Examiner stated that claims 18-25, 27-33, 35-38, 40-45 and 47-48 are rejected for being dependent upon rejected claims 17, 26, 34 and 39 respectively.

Applicant has amended independent claims 17, 26, 34 and 39 such that they are directed to statutory subject matter under 35 U.S.C. 101. Applicant respectfully requests removal of this rejection. Applicant believes independent claims 17, 26, 34 and 39, as well as the claims that depend from them 18-25, 27-33, 35-38, 40-45 and 47-48, are in condition for allowance and respectfully requests they be passed to allowance.

Claim Rejections

The Examiner stated in the Office Action Summary that Claims 1-62 are pending in this action. The Examiner has also stated in the Office Action Summary that Claims 1-62 are rejected. However, claims 61 and 62 were not referred to as rejected in the Office Action under the rejection under 35 U.S.C. 102(e) or the rejection under 35 U.S.C. 103. Thus, Applicant will await further notice to more explicitly deal with these claims.

Claim Rejections – 35 USC § 102

The Examiner stated that claims 1-3, 6-7, 9-10, 15, 17-18, 20-24, 26, 31-32, 34-38, 46, 48-49, and 57-60 are rejected under 35 U.S.C. 102(e) as being anticipated by O'Brien (US 6587831).

The Examiner has rejected substantially all the independent claims, including claims 1, 9, 17, 26, 34, 46, 49 and 57 under 35 U.S.C. 102(e) as being anticipated by O'Brien (US 6587831). The independent claims have been amended to include at least one of the following limitations:

a schedule generator configured to generate work schedule data for a plurality of workers on a worker by worker basis and further configured to:

an employee scheduling module, configured for entering employee attendance data in a

employee scheduling monitor data entry device, the employee scheduling computer having a processor and at least one display device;

access an employee data sub-module, wherein the employee data sub-module provides an interface for a manager to establish a data record on a plurality of employees, wherein the employee data sub-module communicates with at least a database interface software to establish and/or modify an employee data record;

a main computer system communicably coupled with the employee scheduling module, configured to:

coordinate acceptance of calls into a call processing system and communicate schedule data to the employee scheduling module;

provide input data from at least one manager including employee files, workload data and schedule changes; and

store data representing the work schedules in a database, wherein the main computer server communicates and processes employee schedule data with the employee scheduling computer, the employee scheduling computer display device and at least one employee computer terminal, including remote employee computer terminals;

the call processing system communicably coupled to the mainframe computer system and the employee scheduling module;

Also, the claims include the following limitations:

Claim 1:

accessing an employee violations sub-module comprising a software configuration that is executable from the schedule generator, wherein the employee violations sub-module provides an interface for the manager to define employee violations in a workplace system, the employee violations sub-module communicates with at least the database interface software to obtain and/or record information on an employee's schedule record and the employee data record;

Claim 9:

at least one employee violations sub-module in communication with the data storage device and in communication with the computing device to obtain and/or to modify the employee schedule record according to the at least one employee violations sub-module; and

Claim 17:

creating at least one employee violations sub-database, via a first input, in communication with the database to delete and/or to modify the work schedule according to the at least one employee violations sub-database;

Claim 26:

determining an output based on the input whether the signing-up employee is listed an employee violations sub-database to decline and/or to modify the signing-up employee work shift according to the employee violations sub-database;

Claim 34:

determines whether said response received is subject of an employee violations record and not available to accept said response;

Claims 46, 49 and 57 have similar limitations in that they deal with an employee violation.

Support for these limitations can be found at least at pages 11 and 19 and are not found in the prior art references.

As stated in the claims, in one embodiment, the employee violations database stores data involving employee infractions of the workplace rules or obligations. As stated by the claims, the databases within the methods, system, apparatus and computer-readable program of the present invention take into account the requested schedules by the employees, the availability of the employees, the ability of the employees to change positions and/or time schedules with other

employees, among many other tasks. Applicant's invention also takes into account the employees standing, via the employee violations database, in the workplace when the employee is requesting a schedule change.

O'Brien does not cover employee violations in his patent. Nor does O'Brien have a database that specifically inputs violation data and stores it for later use when an employee requests certain scheduling requirements. This aspect of Applicant's invention is not mentioned anywhere in the O'Brien patent, nor is it inherent in the patent.

Thus, as stated in MPEP § 2131, "A claim is anticipated only if each and every element as set forth in the claim is found, either expressly or inherently described, in a single prior art reference." *Verdegaal Bros. v. Union Oil Co. of California*, 2 USPQ2d 1051, 1053 (Fed. Cir. 1987). Applicants respectfully submit, as detailed above, O'Brien does not, either expressly or inherently, teach or suggest many limitations recited in the pending claims.

For the reasons set forth above, Applicant believes the independent claims, as well as the claims that depend from them, are in condition for allowance and respectfully requests they be passed to allowance.

Claim Rejections – 35 USC § 103

The Examiner stated that claims 4-5, 12-14, 16, 25, 27-30, 39-45, 52-56 are rejected under 35 U.S.C. 103(a) as being unpatentable over O'Brien (US 6587831) in view of Lakritz et al (US 2005/0137925).

A statement that modifications of the prior art to meet the claimed invention would have been "well within the ordinary skill of the art at the time the claimed invention was made" because the references relied upon teach that all aspects of the claimed invention were individually known in the art is not sufficient to establish a prima facie case of obviousness without some objective reason to combine the teachings of the references. *Ex parte Levensgood*, 28 USPQ2d 1300 (Bd. Pat. App. & Inter. 1993). In the present case, there is no reason to combine the references. *Lakritz et al. was published one year, two months and twenty-six days after the filing of Applicant's invention.* According to 35 U.S.C. 103(a) "a patent may not be obtained ... if the differences between the subject matter to be patented and the prior art are such

that the subject matter as a whole would have been obvious at the time of the invention was made to a person having ordinary skill in the art in the art to which said subject matter pertains (emphasis added)". Lakritz et al. was not available to Applicant for the subject matter to be obvious as a whole. While the 102(c) date is earlier than Applicant's filing, the application was *not published prior to the filing of Applicant's invention* thereof and therefore, not available as a 103(a) reference.

The correct law is stated as "*any need or problem known in the field of endeavor at the time of the invention* and addressed by the patent can provide a reason for combining the elements in the manner claimed." *KSR International Co. v Teleflex Inc.*, 550 U.S. 82 USPQ2d 1385, 1397 (2007). Thus a reference in a field different from that of Applicant's endeavor may be *reasonably* pertinent if it is one which, because of the matter with which it deals, logically would have commended itself to an inventor's attention *considering his or her invention as a whole* (emphasis added).

The Examiner stated that claims 8, 11, 19, 33, 47 and 50-51 are rejected under 35 U.S.C. 103(a) as being unpatentable over O'Brien (US 6587831). Even if Lakritz et al. was a viable reference under 35 U.S.C. 103(a), claims 1, 9, 17, 26, 34, 46 and 49, as set forth below, are patentably distinct from Lakritz et al. under 37 CFR 1.111(b). Therefore, any claim depending therefrom is patentably distinct from Lakritz et al.

While Lakritz et al. ("Lakritz") describes a resource scheduling and monitoring system, Lakritz does not take into account employee violations as a part of the resource scheduling and monitoring. *See Abstract*. Lakritz provides for "constraints" in the specification which are defined as "time limits", "conditional constraints", "preferences" and "regularity". In paragraph 54 and 55, Lakritz discusses verification of constraints. More specifically, Lakritz states "at any point during the process of constructing the a schedule solution the user can check whether the current partial or complete solution violates any active constraints". This is not what is stated in Applicant's claims. Applicant's claims, in one embodiment, specifically point out "an employee violation database" to be used when constructing the schedule. While, the "violation" as used in Lakritz is meant as a violation in the constraints as set forth in the algorithms of the system. For

example, if Bob works Thursday, he cannot work Friday. Thus, if Bob is on the schedule for both Thursday and Friday, it is a violation of the scheduling constraint in Lakritz.

Moreover, Lakritz, beginning at paragraph 706 discusses attendance, but does not discuss workplace infractions. Lakritz discusses attendance in a manner of substitution of employees, i.e. a database of substitute employees. Applicant's invention is patentably distinct in that it discusses attendance in the context of workplace violations, along with other infractions that are taken into account when employees are either scheduled or requesting a preferred schedule.

For the reasons set forth above, Applicant believes the independent claims, as well as the claims that depend from them, are in condition for allowance and respectfully requests they be passed to allowance.

Respectfully submitted,

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